



CANNON BUILDING
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STATE OF DELAWARE
BOARD OF CLINICAL SOCIAL WORK EXAMINERS

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PUBLIC MEETING MINUTES:	BOARD OF CLINICAL SOCIAL WORK EXAMINERS
MEETING DATE AND TIME:	Monday, November 16, 2015 at 9:00 a.m.
PLACE:	861 Silver Lake Boulevard, Dover, Delaware Conference Room A , second floor of the Cannon Building
MINUTES APPROVED:	01/04/2016

MEMBERS PRESENT

Rochelle Mason, Professional Member, **President**, Presiding
John Mucha, Professional Member, **Vice President**
Kyla Teed, Public Member **Secretary**
Tara Donofrio, Public Member
Lori Scott, Professional Member

DIVISION STAFF/DEPUTY ATTORNEY GENERAL PRESENT

Eileen Kelly, Deputy Attorney General
David Mangler, Director
Gayle MacAfee, Deputy Director
Jessica Williams, Administrative Specialist II

MEMBERS ABSENT

Sandra Bisgood, Public Member
Florienda Scott-Cobb, Professional Member

ALSO PRESENT

Dr. John Austin, Delaware State University
Michelle Bailiff
Tamika Culver, Dover Behavioral Health System
Jakeera Davis, Delaware State University
Chavon Dottin, Delaware State University
Ronna Glen
Dr. Marlene Saunders, NASW – DE
Tonya Saunders, Dover Behavioral Health System
Verity Watson, Division of Research

CALL TO ORDER

Ms. Mason called the meeting to order at 9:03 a.m.

REVIEW AND APPROVAL OF MINUTES

The Board reviewed October 19, 2015 minutes for approval. Ms. Scott-Cobb moved, seconded by Ms. Malloy, to approve the minutes with a correction. Motion unanimously carried.

NEW BUSINESS

Ratification of Applications to Sit for ASWB Exam

Ms. Mason moved, seconded by Ms. Scott, to ratify the application to sit for the ASWB Clinical Exam for Catherine Daramola. Motion unanimously carried.

Ms. Mason moved, seconded by Ms. Scott, to ratify the application to sit for the ASWB Clinical Exam for Susan Donges. Motion unanimously carried.

Ms. Mason moved, seconded by Ms. Scott, to ratify the application to sit for the ASWB Clinical Exam for Rochelle Little. Motion unanimously carried.

Ms. Mason moved, seconded by Ms. Scott, to ratify the application to sit for the ASWB Clinical Exam for Helen Shallow. Motion unanimously carried.

Ms. Mason moved, seconded by Ms. Scott, to ratify the application to sit for the ASWB Clinical Exam for Tonya Bland. Motion unanimously carried.

Ms. Mason moved, seconded by Ms. Scott, to ratify the application to sit for the ASWB Clinical Exam for Amanda Honaker. Motion unanimously carried.

Ms. Mason moved, seconded by Ms. Scott, to ratify the application to sit for the ASWB Clinical Exam for Elizabeth Scheer. Motion unanimously carried.

Ratification of Applications for Licensure by Reciprocity

Ms. Mason moved, seconded by Mr. Mucha, to ratify the application for licensure by reciprocity for Rebecca Ryan. Motion unanimously carried.

Ms. Mason moved, seconded by Mr. Mucha, to ratify the application for licensure by reciprocity for Jennifer Spitzer. Motion unanimously carried.

Ms. Mason moved, seconded by Mr. Mucha, to ratify the application for licensure by reciprocity for Altramece Williams-Staats. Motion unanimously carried.

Review Request for Inactive Status

The Board reviewed Kathryn Forte's request for inactive status. Mr. Mucha moved, seconded by Ms. Teed, to approve the request. Motion unanimously carried.

Review of Application for Licensure by Reciprocity (Full Board Review Required)

Ms. Mason moved, seconded by Ms. Scott, to table the application for licensure for reciprocity for Michelle Reyes, in order for Ms. Reyes to submit a completed supervisory reference form from her current supervisor showing that she can adequately perform clinical diagnoses. Motion unanimously carried.

UNFINISHED BUSINESS

Discussion Regarding HB 69

The Board reviewed the draft regulations that Ms. Kelly prepared based off the Board's previous discussions. The Board discussed the importance of including a statement in the regulations that telepractice is not intended to be the primary source of treatment. Additionally, the Board decided that telepractice is not to be utilized for minors (under the age of 18). Ms. Kelly will provide an updated draft of the regulations for the Board to review and consider during their January 4, 2016 meeting.

Review Request to Lift Probation from Carl White Pursuant to Final Order

The Board reviewed the petition from Carl White, requesting to lift his probationary status as he has met the all of the conditions and terms of the final Order. Mr. Mucha moved, seconded by Ms. Donofrio, to lift the probation. Ms. Kelly will prepare an Order for the Board to sign during the January 4, 2016 meeting, at which time the probation will be terminated. Motion carried with Ms. Scott recusing.

Discussion Regarding Joint Sunset Committee Recommendations

Ms. Kelly advised the Board that they need to revisit the grandfathering provisions in the proposed bill, particularly the required experience, as it will be difficult for both individuals and agencies to meet such requirements. Ms. Kelly informed the Board that it will be difficult to get the proposed bill passed if agencies cannot meet the requirements.

The Board discussed the current proposed criteria, and made slight changes to the experience requirement. They determined that individuals who have been performing the duties that are defined, and do not have a degree at the time of hire, would not be excluded from being licensed under the grandfathering provision, as they would be able to apply based off of their years of experience. If individuals are hired prior to the date of enactment, the individuals would meet the requirements once they obtain the required experience. If the State is aware of the enactment date, and hires an individual with zero experience after the enactment date, and the individual would not obtain the required experience in time.

Mr. Mangler provided the Board with job descriptions of different employment opportunities with the State. Mr. Mangler reported that the essential functions of a Family Service Assistant II are to perform assessment and submit recommendations to a case manager. This specific employment opportunity does not have an education requirement. Mr. Mangler informed the Board that if this bill is signed as is, the departments will be required to change the job requirements to reflect that a bachelor's degree is required, even when the individual does not make individual decisions regarding the clients on their caseloads. Mr. Manger also reported that a Family Service Supervisor is required to possess a bachelor's degree or higher. Dr. Saunders pointed out that the requirements reported by Mr. Mangler are only minimum requirements.

Ms. Kelly advised the Board that agencies are currently operating at this level, and if specific education is required, it can be problematic for the agencies.

Ms. Watson reported that the Joint Sunset Committee is expecting a workable piece of legislation, and if it a workable bill is not submitted, the Board may be held over.

Ms. Mason reported that she does not feel comfortable with the bill, and at this time, there is no way to engage stakeholders without the bill completed.

Mr. Mangler advised the Board that it is his responsibility to work between the Board and key stakeholders. He informed the Board that if a key piece of legislation cannot be so damaged where it prohibits other agencies

from performing the necessary duties to the citizens. He also reported that the regarding the grandfathering provisions, and placing restrictions (such as experience requirements) on grandfathering, is problematic for employers, and creates union and labor law issues. Mr. Mangler reported that there are still a number of job descriptions that would be required to obtain licensure, based off the description alone. Mr. Mangler suggested scheduling a meeting in December, inviting all key stakeholders in an attempt to iron out any concerns or issues.

PUBLIC COMMENT

Ms. Bailliff reported that 31 states currently issue at a baccalaureate level, 10 states do not license baccalaureate level individuals and three offer certification to individuals with a bachelor's degree in social work.

Dr. Austin commended the Board for what they are attempting to do. He reminded the Board that this process is a political and financial process as much as it is a professional process. Dr. Austin reported that Delaware State University would support multilevel licensure, but realizes that there needs to be a safe guard in place for both employees and agencies. Dr. Austin inquired as to what the biggest pushback from stakeholders was.

Mr. Mangler reported that there may be individuals who may fall under the requirement of obtaining a degree based off of the job description, but when the actual job requirements do not require a degree. There is concern regarding the capacity in education systems. Mr. Mangler advised the Board that he has gone over the key elements of the proposal with three individual at OMB and the following issues are concerns: that the number of years of experience that are required are problematic, adding a degree requirement may cause a financial impact, and the law may potentially cause a department to not be able to fill positions and provide services.

Ms. Watson suggested that the Board record questions for OMB to prepare responses for, prior to the December meeting. Additionally, Ms. Watson advised the Board that the Joint Sunset Committee is scheduled to meet on January 13, 2016, and suggested that all Board members attend the meeting.

Mr. Mangler requested that all questions for OMB, should be sent directly to him.

Ms. Kelly will prepare an updated draft prior to the December meeting, for stakeholders to review.

CORRESPONDENCE

There was no correspondence.

OTHER BUSINESS BEFORE THE BOARD (FOR DISCUSSION ONLY)

Ms. Williams reported that in the beginning of 2016, the Board will become paperless, using a computer program called eBoards. Additional information will be sent out to Board members.

Ms. Williams advised the Board that the agenda for the January 4, 2016 meeting will be sent out the week of December 21, 2016.

PUBLIC COMMENT

Ms. Glenn advised the Board that the August 17, 2015 meeting minutes reflected that she has a Master's degree, when she has a bachelor's degree.

Dr. Saunders addressed the Board, and provided an update regarding the NASW – DE chapter's activities. Dr. Saunders reported that 210 NASW – DE members completed the survey. She provided the results of the NASW – DE survey regarding multilevel licensure to the Board. The survey reflected the following:

- 89% of members reported that multilevel licensure will serve to protect the public from unsafe, unethical and incompetent social work practice
- 87.6% of the NASW – DE members reported that Delaware should license social workers at the MSW and BSW level
- 66.67% of the responses indicated that MSW social workers who are not currently licensed at the clinical level should be grandfathered
- 52.86% of the responses indicated that BSW social workers who are not currently licensed should be grandfathered
- 35.24% of the individuals surveyed reported that they were not in favor of individuals who have a bachelor's or master's degree in social work, but have a degree acceptable to the Board be grandfathered
- 33.3% of the respondents reported that 5 years of experience should be required for individuals applying for baccalaureate level licensure.
- 29.55% of the respondents reported that 5 years of experience should be required for individuals applying for Master's level licensure.
- 80.48% of the responses indicated that individuals who do not have a degree should not be grandfathered
- 91.9% of the individuals surveyed reported that they support multilevel licensure in Delaware.

Dr. Saunders advised the Board that the NASW – DE will be meeting in all three counties to meet with social workers in order to provide survey responses and to update members of the Board's current status regarding the proposed legislation.

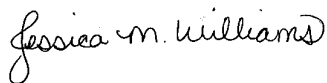
NEXT MEETING

The next meeting will be held on either December 7, 2015 or December 14, 2015 at 9:00 a.m. in Conference Room A. Board members will be notified with the next meeting date.

ADJOURNMENT

Ms. Scott moved, seconded by Ms. Mason, to adjourn the meeting. Motion unanimously carried. There being no further business before the Board, the meeting adjourned at 11:30 a.m.

Respectfully submitted,



Jessica M. Williams, Administrative Specialist II
Delaware Board of Clinical Social Work Examiners